

# NEWS AND VIEWS

PUBLISHED MONTHLY

DECEMBER 2014

## BOARD OFFICERS ELECTED

On November 14<sup>th</sup>, the Board of Directors of Lafayette Industries held its 38<sup>th</sup> annual meeting. The Boards of Lafayette North, Inc. and Lafayette Work Center, Inc. re-elected the following officers to the Executive Committee, and they have graciously agreed to serve for a one-year term:

President – Jim Sparks                      Secretary-Chuck Udell  
Vice President - Kyler Humphrey      Treasurer - Brian McCook  
Past President – Fred Wark

Congratulations and thank you! We would like to thank the following Board members who have been elected to 3 year terms: Bob Fahey, Kyler Humphrey, Mike McMillen, Jim Sparks, and Fred Wark. Thank you for all your dedication to Lafayette Industries!

## ANNUAL APPEAL

Our Annual Appeal, Lafayette Industries' primary fund raising effort, is underway. Since 1976 Lafayette Industries has been Building Dreams and Creating Opportunities for adults with developmental disabilities. Our 2014 Annual Appeal creates an opportunity for you to make a huge personal difference in the lives and work experience of our beloved workers. Our contributors are vital to the success of our organization and *only fund programs for the direct benefit of our workers*. In this year's letter, you will receive a breakdown on how we used your support and a listing of all those who contributed.

**Remember:** We receive donations only from individuals, companies with matching funds whose employees donate to us, our fundraising events, private organizations such as the Knights of Columbus and the Lions Club, and occasionally a grant from a company foundation. We do not receive any funds from local units of national organizations such as the United Way. A donation envelope is enclosed with the Appeal letter, so please, be as generous as you can, and thank you for your continued support!

## HOLIDAY SCHEDULE:

- Wednesday, December 17<sup>th</sup> - 10:00 a.m. - 2:00 p.m., **North** Christmas & Holiday Party at the Knights of Columbus Fatima Council Hall at 1216 Teson, Hazelwood, MO 63042.
- Friday, December 19<sup>th</sup> - 11:30 a.m. – 1:30 p.m., **West** Christmas & Holiday Party at the First Evangelical Free Church, 1375 Carman Road, Manchester, MO 63021.

Wednesday, December 24<sup>th</sup>, Thursday, December 25<sup>th</sup>, and Thursday, January 1st - **WORKSHOPS CLOSED THESE DAYS!**

December is an exciting month for us with a lot going on, so---hope to see you at the shops!



Rob Libera  
Executive Director  
rlibera@lafayetteindustries.com

**Mission:** The mission of Lafayette Industries is to provide employment opportunities to persons who are developmentally disabled / mentally retarded and persons with other disabilities who are 18 years or older.

**Goals:** ♦ To provide a meaningful and productive work experience to persons who are disabled ♦ To maintain a safe and pleasant work environment ♦ To teach and to train persons with disabilities to acquire better work habits ♦ To enhance self-worth and dignity through employment ♦ To provide high-quality business service through packaging, light assembly and commercial mailings ♦ To operate the center in a professional, fiscally responsible manner ♦ To provide fair wages and good benefits



## GETTING READY FOR TAX PREPARATION

By Dick Kallemeier

Becky Stillwell ([bstillwell@lafayetteindustries.com](mailto:bstillwell@lafayetteindustries.com)) and I ([dickkall@charter.net](mailto:dickkall@charter.net)) will begin accepting email requests for 2014 tax preparation appointments January 19, 2015. The one hour appointments at the Lafayette West office will begin Monday, February 9. This free service is available to all Lafayette employees and immediate family members. If you do not have access to a computer please call Becky Stillwell at (636) 227-5666, ext. 1100.

Remember to bring all income forms (W2, 1099R, Social Security, SSI Letter, Interest, Dividends, Capital Gains), adjustments to income (IRA contribution, student loan interest, etc.), Real Estate Tax receipts, rent receipts, proof of medical insurance and premium expenses, and if you itemize (mortgage interest, charity gifts, medical expenses including mileage). Also needed for each person listed on the tax return is a photo ID, Social Security card, and proof of age, direct deposit account numbers and a copy of last year's tax return.

Many Lafayette employees owe no tax but may be eligible for the Earned Income Tax Credit and possibly the Missouri Property Tax Credit (Circuit Breaker). A review of the employee's income, disability status and housing rental expense determines eligibility. Tax returns will be completed on the IRS computer tax preparation system and efiled with the IRS. Federal income, state income and property tax credit (if applicable) forms are completed as one package.

## **2015 LAFAYETTE WEST SUNDAY SOCIAL** **Sunday, January 4<sup>th</sup> – 1:00 p.m. – 3:00 p.m.**

The Community Network is having a gathering from 1:00 p.m. to 3:00 p.m. at Lafayette on Sunday, January 4<sup>th</sup> for the parents and their Lafayette employee.

Parents can socialize while enjoying free refreshments. It's mostly for mingling, but there will be a brief presentation about the events in store for 2015 and volunteering opportunities through the Community Network.

Lafayette employees can have fun watching a movie and enjoying free refreshments. Yes, there is going to be a popcorn machine again!

Whether you're interested in volunteering in 2015 or not, **come anyway**. It's a great chance to meet other parents while your child enjoys the movie with their co-workers!

*There won't be a signup. Just show up!*

Reminder flyers will be sent home via your child on Tuesday, December 30<sup>th</sup> and we'll send out a Community Network email — **but mark your calendars now!**

**The movie hasn't been chosen. We'll post it in the lobby in December and will announce it in the January Newsletter!**

**We hope to see you there!**

*(If you don't remember attending last year, it's because we had to cancel due to inclement weather.)*

**FOR CALENDAR:**

- The December Knights of Columbus Dance at Valley Industries is scheduled for **December 19<sup>th</sup>**. Note that this is a deviation from the normal schedule.
- The next meeting of Friends of Lafayette Industries North is at 9:00 a.m. on Wednesday, **December 10<sup>th</sup>**, at Dom and Joan Giofre's home. Please call Laurie Dent for the address if you wish to attend.
- Lafayette North Employee Christmas Party at Fatima Council Knights of Columbus Hall (1216 Teson Road in Hazelwood) 10:00 a.m. till 2:00 p.m. on Wednesday, **December 17<sup>th</sup>**.

**LAFAYETTE NORTH EMPLOYEE CHRISTMAS PARTY:**

We're looking forward to hosting the Christmas Party for Lafayette Industries North employees on Wednesday, December 17<sup>th</sup> from 10:00 a.m. till 2:00 p.m. at the Fatima Council Knights of Columbus Hall (1216 Teson Road in Hazelwood).

Transportation will be provided as on any workday, although pick-up times will be different since all employees will be transported to and from the Christmas Party instead of the workshop. Employees who arrange their own transportation must contact their providers.

We're looking forward to a fun-filled party with a professional DJ who will provide a variety of music. A hot catered lunch will be provided for employees, followed by dancing, socializing, and, of course, Santa has promised to be there with gifts for all employees.

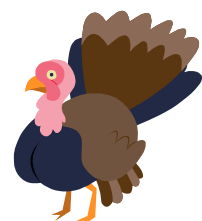
Family members may join the party at 12:30 p.m. to share in the festivities.

**REMINDERS FOR FAMILIES OF LAFAYETTE NORTH EMPLOYEES:**

If you haven't already but want to acknowledge your appreciation for the dedicated staff at Lafayette North, please send in your check payable to Friends of Lafayette Industries North (4621 World Parkway Circle, Berkeley, MO 63134) before December 11<sup>th</sup>. All contributions will be combined and distributed to supervisory staff in the form of a holiday bonus. Let's all contribute to make sure that our loved-ones' supervisors know how much we appreciate their thoughtful care.

Don't forget to send your holiday cookies to the shop so that all employees can enjoy them at the Christmas Party and the remaining workdays till Christmas. If your last name begins with A through M, send them on December 15<sup>th</sup>; if your last name begins with N through Z, send them on December 16<sup>th</sup>.

Thank you for your support and have a safe and Happy Holiday.

**HAPPY THANKSGIVING!!!**

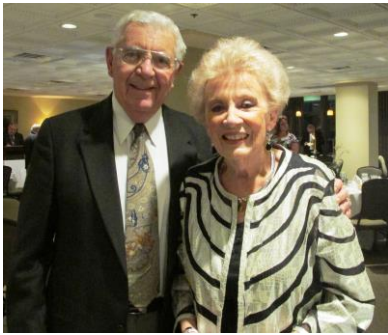


## FALL APPEAL THANK YOU LETTERS AND RECEIPTS

This year you may receive your thank you letter and receipt a little later than usual. Mary Beckerle will be laid up at home for a month or so recovering from hip replacement surgery. Don't worry though. All donors will receive letters dated for the 2014 tax year before the end of the year. Thanks for your patience!

**IDENTIFICATION IS REALLY NECESSARY, PEOPLE!:** Last month we tried to communicate how very important correct identification is for folks to have with them at all times. Nothing is quite as frustrating as finding a wallet or coin purse with money inside but not a speck of identification anywhere. Taking the time to put a slip of paper with their name, address and phone number into the wallet or coin purse, along with a contact name and telephone number (be sure that it's someone who can be called in a pinch), can save a world of headaches for everyone. You don't have to have the state identification (although that would be good), but just have **something** that we can use to get the lost stuff back to the owner. Really we cannot emphasize the importance of this enough!

## 2014 STAFF APPRECIATION DINNER



Top left: Roger and Joy Sulzer (Joy is former Board member)  
Top middle: Candice Baker, staff, and her brother, Paul, who works at North  
Top right: Dale and Julie Antry, (Julie is on Board), Ron Nelson (Ron is on Board) and Sandra Holtmeyer  
Bottom left: Jerry Phillips, staff  
Bottom right: Rev. Howard Gleason and his wife, Rosella of St. Mark Presbyterian Church

Friday, November 14<sup>th</sup>, members of Lafayette staff and their guests, members of Lafayette's Board and their guests, gathered at Sunset 44 for a dinner that recognized members of Lafayette's staff. We appreciate the efforts that Lafayette's staff make every day towards the success of its employees. They are hard-working, dedicated and go the extra mile without even thinking about it. We have a champion in Rev. Gleason and his church, St. Mark's Presbyterian Church in Ballwin. They were one of two groups who helped spearhead the establishment of Lafayette Industries and helped it along over the years. Then we have our Board, both current and retired members who volunteer their time freely and help Lafayette with the things that go on behind the scenes to make sure that the workshop moves ahead in its work, goals and mission. Thank you to all the above parties for everything that they do that is unseen and many times largely unnoticed. That is the mark of a good organization – when things go along unnoticed. We applaud your efforts and thank you for all of the sacrifices everyone makes.

**YEARLY REMINDER**  
**EMPLOYEE VACATION AND PERSONAL TIME OFF**

Beginning in 2013, vacation hours and/or personal days that had been earned were automatically used when an employee was absent. We still have many of our employees that have not been submitting written requests for time off and vacation balances accrued are at their maximum. Personal Days not used by the end of the year will not carry over. This is a loss of benefits to the employee.

We are asking help from parents, caretakers and staff to review the balance of vacation and personal days available on the pay stub. **If at all possible, get these days scheduled.** As presented earlier in the year, scheduling “Time Off” has a two-fold purpose:

- 1) It helps Lafayette to plan production schedules according to man-power available. If we have a lot of workers call in at the last minute it causes a hardship to our Production Teams, who have a schedule set for production without sufficient man-power. For vacation scheduling, we ask that at least one week in advance notice be given.
- 2) It helps to ensure that our workers are taking their much deserved and earned paid Time Off.

Thank you for your cooperation!! For Lafayette West, Becky S. at the front desk gets the written notes. If you don't want to send written notes, you can email her at [bstillwell@lafayetteindustries.com](mailto:bstillwell@lafayetteindustries.com). For Lafayette North, Jerry P. in the front office gets the written notes, or his email is [jphilips@lafayetteindustries.com](mailto:jphilips@lafayetteindustries.com).

**DECEMBER BIRTHDAYS**



**NORTH**





Philip	Waters	1
Tim	Hubbard	3
Shannon	McCreary	10
Charles	Buchanan	15
Torrey	Watson	19
Stephanie	Gerth	22

**WEST**

Daniel	Zeller	1	Lola	Boyer	14
Geoffrey	Bilger	3	Elizabeth	Goodwin	14
Michael	Nelson	5	Matt	Berry	16
John	Grunz	6	Sharon	Hahn	16
Atul	Kakaiya	7	Sheila	Zigrye	16
Ian	Wainz	7	Camille	Lawrence	17
Fred	Ahrens	10	Mackenzie	Carr	19
Keenan	Retzlaff	12	Kathleen	Meyer	19
Doris	Waters	12	David	Markham	30
Anna	Walters	13	Chris	Beckmann	31

It takes a long time to grow young. - Pablo Picasso

## DECEMBER 2014

SUN	MON	TUES	WED	THU	FRI	SAT
	1	2	3	4	5	6 FULL MOON
7 PEARL HARBOR  St. John's Christmas Party – 1:00-3:00 p.m.	8	9	10 9:00 a.m. - Friends of Lafayette Industries North At Dom and Joan Giofre's House  PAY DAY	11	12	13 West - Knights of Columbus Dance – St. Clare of Assisi School - 7:00-10:00
14	15	16	17 HANNUKAH  10:00 a.m.-2:00 p.m. – Lafayette North's Holiday Party at K of C Hall Fatima Council, 1216 Teson Road in Hazelwood  7:00 pm – Exec. Comm. 7:30 pm – Bd. Of Dir.	18	19 11:30 a.m.-1:30 p.m. – Lafayette West's Holiday Party at First Free Evangelical Church, 1375 Carman Road, Ballwin, 63021  North - Knights of Columbus Dance - Valley Ind. - 7:30-10:00	20
21 FIRST DAY OF WINTER  	22	23 BOTH SHOPS DISMISS ½ HOUR EARLY  PAY DAY	24 CHRISTMAS EVE – <u>BOTH SHOPS CLOSED!</u>  	25 CHRISTMAS – <u>BOTH SHOPS CLOSED!</u>  	26 KWANZAA  	27
28	29	30	31 NEW YEAR'S EVE			